

## Louisville Metro Government

### Equity Impact Statement

### Fiscal Year 2022-2023

Pursuant to [LMCO 30.03](#) and Ordinance No. 19, Series 2021, all Metro agencies are required to complete an equity review for each departmental budget proposal, which provides the Metro Council with a holistic assessment of how equity is prioritized and addressed within department budgets. As a result, each department must develop an Equity Impact Statement every fiscal year. Please complete this form, include required signatures, and submit to the Office of Equity, no later than Friday, April 8<sup>th</sup>, 2022.

Name of Department: Codes & Regulations

1. Has this department implemented and utilized any Racial Equity Assessment Tool developed by the Office of Equity, the Center for Health Equity, or any other equity tool to determine whether budget requests and annual allocations benefit or burden communities or any person or population that has historically suffered under and been impacted by discriminatory practices, policies, and procedures? X Yes \_\_\_ No  
If yes, please explain.

*Yes, we completed the Racial Equity Tool worksheet for our annual cut list expansion. Also, we received a grant along with develop Louisville for 100 hours of technical assistance to look at the code enforcement process holistically to see how it could be done in a more efficient, effective, and equitable manner.*

2. Has this department utilized information from any Racial Equity Assessment Toolkit or Racial Equity Impact Assessment Worksheet, or any other equity tool to advance equity and justice? X Yes \_\_\_ No  
If yes, briefly explain the projects.

Yes, we implemented an expansion of the annual cut list after evaluating the benefits of it and what the impact would be to those most negatively affected by blighted properties in the community.

3. Department Vision Statement. The Equity Vision Statement is an inspirational statement of the department's idealistic future for equity meant to inform others on what the department believes, how it will behave, and what types of decisions it will make in the future. What is the published vision statement for this department?

Was there a change in the department's Equity Vision Statement? \_\_\_ Yes X No

*The Department of Codes & Regulations is committed to advancing racial equity in our community. The office will perform inspections, abatement services, permitting & licenses activities utilizing an equity lens, with the goal of achieving a code compliant community for all, regardless of a person's make-up.*

4. The Department Equity Goals. These are the conditions aimed to achieve in the community and within Louisville Metro Government to attain the outcome of the established Equity Vision (e.g., to train, serve, distribute). Please list the equity goals for this department for Fiscal Year 2022-2023 using the SMART Framework, the tool used to plan and achieve goals using the following elements- Specific, Measurable, Achievable, Relevant, and Time-based. Each element of the SMART Framework works together to create a goal that is carefully planned, clear, and trackable.

Was there a change in the department's Equity Goals? X Yes \_\_\_ No

*1) Goal # 1: When implementing or altering programs perform a review of the policies and procedures, utilizing the Racial Equity Toolkit.*

*2) Goal #2: In FY23 schedule all divisions in the department for equity training through the Office of Equity.*

*3) Goal #3: Maintain diversity in the department that mirrors or is more diverse than Jefferson County as a whole.*

(Revised 03/22)

5. Key Performance Indicators (KPIs) are a set of quantifiable measurements used to gauge overall long-term performance. Key Performance Indicators are the critical indicators of progress toward an intended result and include points of measurements, such as input, output, activity, mechanisms, control, and/or time. Please list Key Performance Indicators related to your department goals:

Was there a change in the department's Key Performance Indicators? X Yes    No

*a. Goal #1 KPI: the number of functions, policies and processes that have had the Racial Equity Toolkit review in FY23.*

*b. Goal #2 KPI: schedule all departmental divisions for re-training in racial equity for FY23*

*c. Goal #3 KPI: Diversity in the department mirrors or is more diverse than Jefferson County as a whole.*

6. Has the department's ability or inability to achieve the Equity Goals and/or perform according to the Equity Vision State or meet Equity Goals been noted in the subsequent proposed budget? X Yes    No

7. Were the Equity Goals from Fiscal Year 2021-2022 Accomplished?    Yes X No  
Please list the stated equity goals for this department that were not accomplished.

*Goal #2 has not yet been met to have all divisions to receive equity training through the Office of Equity.*

8. Please include the specific dollar amounts from the budget as a measure of expenses, savings, and revenue generated No new additional expenses, savings or expected revenue

9. Office of Equity Notes and Recommendations:  
Continue using the Racial Equity Toolkit;  
recruitment, hiring, retention and  
promotion of staff with an equity lens;  
and schedule racial equity training.

10. This Equity Impact Statement was REVIEWED by:

DocuSigned by:

*Robert Kirchdorfer*

4/18/2022

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Department Director

Date

DocuSigned by:

*[Signature]*

4/19/2022

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Agency Chief

Date

DocuSigned by:

*Michael Meeks*

4/20/2022

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Chief Equity Officer

Date

12. This Equity Impact Statement was APPROVED by: